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Women

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Interdepartmental Coordinating Committee



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Spring 1990

ICCW

ICCW Submits Testimony to Committee on State Employee Compensation, February 8, 1990

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Compensation for state workers is not commensurate with the salaries earned by surrounding

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"vacancy savings" and layoffs have increased the workload for many state employees without corresponding increases in compensation. As a result of these factors, experienced employees are lured away by employers who offer better compensation. Meanwhile, equally valuable employees who remain committed to public service continue to lose ground financially. Employees in lower-paid positions, where women employees are heavily concentrated, are especially hard hit. In addition, employees who have reached the final step of their grade level will see no increase in their salaries unless they receive a grade promotion. Even then, employees who get a promotion that results in a 15-percent or more pay increase are penalized by losing steps. The statewide pay plan is clearly due for a major overhaul.

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We are hopeful this Committee will develop constructive recommendations that will begin to remedy the many problems of state employee compensation, and we look forward to participating in forthcoming sessions where solutions will be proposed and evaluated. Thank you."

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WHEREAS, the Constitution of the State of Montana prohibits the State or any person from discriminating against any person in the exercise of his or her civil rights on the account of sex; and

WHEREAS, I am committed to bringing about full and equal employment opportunity for all Montanans; and

WHEREAS, equal employment opportunity begins in state government; and

WHEREAS, the State's Equal Employment Opportunity report of 1988 demonstrates that women continue to be heavily concentrated in lower-paying, non-management and non-policy making positions; and

WHEREAS, the State's Equal Employment Opportunity report of 1988 also shows that some progress has been made toward women moving into management jobs, women remain concentrated at the low end of professional and managerial positions; and

WHEREAS, the ICCW has been effectively utilized in the past to identify problems of women state employees; and

WHEREAS, the goal of the ICCW is to promote the full participation of women at all levels of state government.

NOW, THEREFORE, I, STAN STEPHENS, by the authority vested in me by Article VI, Section 4 of the Montana Constitution, and Section 2-15-201, MCA, do hereby:

1. Re-establish the Interdepartmental Coordinating Committee for Women.
2. Instruct each department director as follows:
 - A. To call for volunteers from your department who would be willing to serve on the ICCW; and
 - B. To select a department representative and an alternate with whom you can effectively work to implement ICCW's recommendations; and
 - C. To notify Marilyn Miller, my liaison to the ICCW, by no later than April 1, 1990, of your designated representative and alternate to the ICCW.

This order is effective immediately.



GIVEN under my hand and the GREAT SEAL of the State of Montana, this 28th day of February, in the year of our LORD, One Thousand, Nine Hundred and Ninety.

Stan Stephens, Governor

ATTEST:

Mike Cooney, Secretary of State

ICCW's 1989 Legislative Involvement

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ICCW wants to know what issues you think will be important to women in state government over the next few years. The information gathered will be used to develop ICCW's agenda for the 1991 Legislature and to shape our 1990-91 subcommittees.

Please take a few minutes to complete the form below and return to ICCW by May 1, 1990. Return forms by deadhead mail to:

Joyce Andrus
Secretary of State
Room 225, State Capitol

Important issues you believe will affect women in state government:

Name(optional): _____ Department _____

ICCW Goal, Objectives and Priorities for 1989-1990

At the ICCW's September 1989 meeting, representatives discussed issues important in the coming year and assigned priorities to the objectives developed. Objectives were assigned to working subcommittees as indicated below.

GOAL

To promote the full participation of women at all levels of state government.

OBJECTIVES/TASKS

A. SET AND MAINTAIN A CLEAR COURSE OF ACTION FOR ICCW. (Planning Subcommittee)

1. Develop annual goals and objectives for the Interdepartmental Coordinating Committee for Women (ICCW).
2. Identify areas of concern to women state employees.
3. Monitor and record activities and achievements of ICCW.
4. Provide information to members about ICCW's responsibilities.
5. Provide orientation for new members.
6. Encourage active participation of new and existing members.

B. IMPROVE ICCW'S REPRESENTATION AND COMMUNICATION.

(Communications Subcommittee)

1. Identify techniques for communicating ICCW information to state employees: prepare and distribute two newsletters per year.
2. Develop and maintain a network with other organizations concerned with employment issues affecting women.
3. Identify agencies in state government (legislative, executive and judicial) that do not have ICCW representation; encourage appointments.

C. ADVOCATE EQUAL EMPLOYMENT OPPORTUNITY. (EEO Subcommittee)

1. Review and respond to Department of Administration (DOA) draft personnel policies.
2. Recommend changes to existing state policies and procedures that improve opportunities available to women employees in state government.
3. Participate on committees that address employment issues that affect women.
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6. Identify a pool of qualified women to serve on boards (in response to resolution HJR 28 of the 1989 legislature which urged, "...that all appointive boards, commissions, committees, and councils of the state be gender-balanced.").

D. MONITOR STATE EMPLOYEES' BENEFITS AND RESPOND WHEN PROPOSED CHANGES COULD AFFECT WOMEN IN STATE GOVERNMENT. (Benefits and Child Care Subcommittee)

1. Review and provide comments on proposed changes in benefits.
2. Participate on committees that address state employees' benefit issues.

E. PROMOTE TRAINING OPPORTUNITIES FOR WOMEN EMPLOYEES. (Training Subcommittee)

1. Sponsor training programs and promote participation in ICCW-sponsored and other training opportunities.
2. Evaluate current personnel policy for state sponsored or subsidized education and training.
3. Identify training and adult/continuing education programs statewide which promote the advancement of women in the workplace.

F. MONITOR CHILD CARE ISSUES AND RESPOND WHEN ISSUES WILL AFFECT WOMEN IN STATE GOVERNMENT. (Benefits and Child Care Subcommittee)

1. Participate on and act as a resource to the Child Care Advisory Council.

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1. Provide follow-up on the 1989 Session to ICCW membership.
2. Prepare for 1991 Session.

ICCW Subcommittee Members & Activities

Chair: Pat Gaydos
Family Services
5900

Benefits Subcommittee is monitoring the Committee on State Employee Compensation.

Jennifer Brunsdon,
State Lands
2074

Becky Buska,
Social & Rehabilitative Services
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Lynda Faulkner,
Highways
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Margie Carpenter,
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4739

Edwina Rose,
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3372

Sioux Roth,
Office of Public Instruction
4407

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Nancy Jones,
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Lisa Loyning,
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4995

Lynda Saul,
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6628

Insurance Committee Rep:

Cindy Anders,
Revenue
3474

Membership Coordinator:

Shelly Juvan,
Highways
6090

Other Members:

Cindy Blanton,
Social & Rehabilitation Services
4540

Marge Deal-Matthews,
Labor & Industry
2489

Diana Halverson,
Montana State Library,
3115

Carol Kimble,
Agriculture
3144

Mary Letang,
Institutions
4235

Marilyn Miller,
Governor's Office
5510

Barbara Ridgway
Montana State Library
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Brenda Spurlock,
Commerce
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Carolyn Linden
Lt. Governor's Office
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Susan Witte,
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Carol Frasier
Historical Society
4769

ICCW members, if you are not signed up for a subcommittee, the benefits and training subcommittees could use more assistance.

Jeanne Doney Resigns

Long-time ICCW member Jeanne Doney has resigned due to other demands on her time. Jeanne served as chair in 1988-89 and, for much of the past nine years, was either representative or alternate for the Department of Natural Resources and Conservation. During the 1989 Session, she played a major role in the successful passage of comprehensive child care legislation.

Over the years, Jeanne has seen many changes in ICCW, most notably the group's increased participation in the legislative process and a growing independence from the Governor's Office. She attributes much of her success in state government to the communication skills she acquired through her ICCW experience. In looking toward the fu-

ture, Jeanne hopes that "ICCW will continue to build its knowledge base as a source of strength, and continue to exercise influence on current issues affecting women in state government."

Good luck in your future endeavors, Jeanne.

to see how someone can have a positive relationship with another individual. Big Sisters are also instrumental in assisting residents transition back into the community by providing opportunities to go off campus and have positive community exposure.

Those who volunteer for the program go to Mountain View where they tour the facility, fill out an application and provide character references. Matches are made by looking at how much time the Big Sister has available, her interests and dislikes, the needs of residents and their particular personalities.

If you are interested in finding out more about the program, please call Nola Torgeson at 458-9016.

Mountain View School Appeals for Big Sisters

The Mountain View School Big Sister Program involves women from the Helena community relating on a one-to-one basis with residents of the institution. The rewards may be great or little, but Big Sisters give a little of themselves so that Mountain View's young ladies have an opportunity

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ICCW members, if you are not signed up for a subcommittee, the benefits and training subcommittees could use more assistance.

Jeanne Doney Resigns

Long-time ICCW member Jeanne Doney has resigned due to other demands on her time. Jeanne served as chair in 1988-89 and, for much of the past nine years, was either representative or alternate for the Department of Natural Resources and Conservation. During the 1989 Session, she played a major role in the successful passage of comprehensive child care legislation.

Over the years, Jeanne has seen many changes in ICCW, most notably the group's increased participation in the legislative process and a growing independence from the Governor's Office. She attributes much of her success in state government to the communication skills she acquired through her ICCW experience. In looking toward the fu-

ture, Jeanne hopes that "ICCW will continue to build its knowledge base as a source of strength, and continue to exercise influence on current issues affecting women in state government."

Good luck in your future endeavors, Jeanne.

to see how someone can have a positive relationship with another individual. Big Sisters are also instrumental in assisting residents transition back into the community by providing opportunities to go off campus and have positive community exposure.

Those who volunteer for the program go to Mountain View where they tour the facility, fill out an application and provide character references. Matches are made by looking at how much time the Big Sister has available, her interests and dislikes, the needs of residents and their particular personalities.

If you are interested in finding out more about the program, please call Nola Torgeson at 458-9016.

**Mountain View School
Appeals for Big Sisters**

The Mountain View School Big Sister Program involves women from the Helena community relating on a one-to-one basis with residents of the institution. The rewards may be great or little, but Big Sisters give a little of themselves so that Mountain View's young ladies have an opportunity

